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THE LABOUR MARKET

Employment

Recent experience of changes in official estimates of employment data emphasise the need for caution amongst those who seek to interpret recent labour market trends. The quarterly employment estimates, derived from employer-based surveys, are benchmarked on the biennial Census of Employment. Results from the most recent Census for September 1991, have recently become available and have necessitated revisions to official employment estimates for the period after the previous Census of Employment (September 1989).

Recently a second phase of revisions has been made, in May 1994, (as was anticipated) following the selection of a revised panel of employers who form the basis of the sampling procedures that are used to estimate total employment. The figures from September 1992 in Tables 1 and 2 incorporate these revisions. For September 1993 the effect was to increase estimated employment by 19 thousand to 1985 thousands. Of this increase only 5 thousand is attributed to male employment so that the biggest revision is to female employment (15,000 or 1.5%). These revisions suggest that, for the first time, the majority of employees in employment in Scotland were females in September 1993. This reflects the longer term trend decline in male employment and rise in female employment.

The upward revisions in estimated employment are concentrated in *part-time female employment*, the estimate of which is raised by 10 thousand in September 1993 to 445 thousand (a revision of +2.2%). Note too that, although the numbers of female employees in employment exceeded the numbers of males in September (and December) 1993, nearly 45% of female employment is part-time whereas less than 10% of male employment falls into that category. The upward revisions to employment estimates (in September 1993) are concentrated in Education etc. (+15,000), metal goods (+7,000) and other manufacturing (+6,000). Downward revision occurred in Banking (7,000) and Energy and water (3,000).

The most recent employment data is for March 1994 and these are reported in Tables 1 and 2. Overall, total employees in employment fell by

around 22,000 (1.1%) in the year to June 1994. Male employees in employment fell by 21,000 (2.1%), and total female employment fell by 1,000 (0.1%). Part-time female employment rose by 3,000 (0.7%) and part-time male employment rose by 5,000 or 5.5%.

Over the year to June 1994, the biggest employment losses occurred in other manufacturing (9,000 or 5.1%), construction (7,000 or 6.5%) and transport and communications (6,000 or 5.3%). Employment rose by 3,000 (0.7%) in Distribution etc.

Vacancies: stocks and flows

Over the year to October 1994 unfilled vacancies at job centres in Scotland fluctuated between 18.3 (15.8) and 21.3 (22.9) thousands on a seasonally adjusted (unadjusted) basis (Table 3). Vacancies increased by 3.0 thousand over the year to October 1994 on a seasonally adjusted basis. The net increase in the stock of unfilled vacancies conceals much larger gross inflows and outflows (Table 4). These were of a similar order of magnitude to the outstanding stock of vacancies in each month. For example, in October 1994 inflows of 23.5 thousand were virtually identical to outflows (23.6 thousand). The short average duration of vacancies is a sign that employers on average do not find it difficult to fill posts because of a continuing slackness in the labour market (although employers may still find it difficult to recruit specific skills in particular locations).

Unemployment: stocks and flows

Recent data on the seasonally adjusted unemployment stock are presented in Table 5. The most recent data, of course, reflect the current rules governing eligibility to claim benefit which have been in place since September 1988. These reflect the extension of a guaranteed offer of a YTS place to all those under 18 who have not found a job, under the Employment Training Scheme. Under 18s are consequently not entitled to claim benefit and so are excluded from the unemployment count.

Over the year to October 1994 total unemployment fell about 17.8 thousand, from 238.7 thousand and from 9.6% to 8.8% of the working population.

This represents a reduction in the level of unemployment of 7.5%. The unemployment rate is now at its lowest level since May 1991. The aggregate figures reflect a decrease in female unemployment of 4.6 thousand, and a decrease of 13.2 thousand in male unemployment over the year.

Table 6 presents recent flows into and out of the unemployment stock. In October 1994 inflows were, at 32.6 thousand, about 2.9 thousand less than in the same month of 1993. Outflows were, at 39.9 thousand, 2.6 thousand less than in October 1993. If gross outflows were maintained at their October 1994 level unemployment stocks could turnover in less than 6 months.

BUSINESS SURVEY EVIDENCE

Results from the latest Scottish Chambers Business Survey indicate an increasing demand for labour in a number of sectors. The trends in employment were the best quarter three figures since 1990 in Manufacture, Wholesale Distribution and Tourism. However, the trends in part time and insecure forms of employment continue to outperform the rises in full time employment in all sectors apart from Wholesale Distribution.

Upward trends in employment were again reported in Manufacturing, Wholesale and Tourism. Against expectations the fall in employment in Construction continued. Downward trends in employment were again reported by a net of Retail and Tourism respondents.

Oil respondents reported a re-emergence of the downward trends in employment, and a further decline is forecast for quarter four along with a rise in short time working.

In manufacturing the rise in employment, a net of +9% was stronger than anticipated, although these upward trends were only evident in firms employing less than 200. Firms employing above 200 reported a slight decline in employment levels. Nevertheless, increased levels of overtime working were noted. A net of +9% expect the current rise in employment to continue through to the end of the year..

Once again the expected rise in Construction employment did not occur, and a net of -5% reduced employment, no change to this decline is forecast. The levels of overtime working fell, and these downward trends are expected to continue.

In Distribution employment rose above expectations in Wholesale Distribution, although firms employing less than 19 reported a fall in employment levels. Overall this rise is forecast to continue, but to weaken in the fourth quarter. However, in Retail the decline in employment continued, as forecast, at a net of -2%. Nevertheless, the smallest firms, those employing less than 19 and those employing between 100 and 200 reported rising trends in employment. Overall, employment is expected to continue to fall in Retail in the fourth quarter.

A net of +4% reported increasing employment in Tourism, less than had been forecast. But this rise is anticipated to end in quarter four. Elsewhere in the service sector the long running downward trend in employment in Finance continued. In both the Retail and Finance sectors the overall falls in employment concealed increased use of part time and temporary staffs, and in Tourism the increased use of such staffs far exceeded the overall rise in employment.

Recruitment activity was generally at a higher level than a year ago in Wholesale Distribution, Tourism and Finance, but at the same levels in Manufacturing, Construction and Retail. Difficulties in recruiting suitable staffs were evident in the recruitment of managerial employees in Manufacturing and Tourism. Difficulties in recruiting skilled manual staffs were widespread in Construction and significant in Manufacturing and Tourism.

50% of Manufacturing respondents sought to recruit staff, and activity was most frequently directed towards the recruitment of skilled manual, technical and managerial staffs. 44% of Construction reported seeking to recruit, again activity was most commonly directed towards the recruitment of skilled manual employees.

In the service sector 44% of Wholesale, 49% of Retail, 38% of Finance and 78% of Tourism respondents endeavoured to recruit staffs. Extensive difficulties in recruitment were only apparent in the recruitment of skilled staffs in Tourism.

Pay increases were reported in all main sectors, although the percentage increasing salaries was low in Finance and Tourism [11% and 17% respectively]. The rising proportion of the larger manufacturing firms reporting difficulties in recruiting skilled labour as a factor likely to restrict output, suggests that upward pressures on wages

may be a feature in manufacturing in 1995. Elsewhere in the service sector slightly more than a fifth of Wholesale and Retail Distribution increased pay. However in production some 35% of Manufacturing and 52% of Construction noted pay increases. Average pay increases ranged from 2.3% in Finance, to 3.0% in Wholesale and Tourism, 3.7% in Manufacturing and 4.1% in Retail. In all sectors in quarter three remained below the average increases for 1993.

TABLE 1 EMPLOYEES IN EMPLOYMENT IN SCOTLAND: INDUSTRY AGGREGATES ('000s)*
 (Figures in square brackets reflect the 1989 and 1990 LFS. The latest estimates reflect the impact of the 1991 LFS.)

SIC 1980		MALE		FEMALE		TOTAL	Prod/Const	Production	Manuf.	Services
		All	of which P/T	All	of which P/T		1-5	1-4	2-4	6-9
1979	Jun	(1,205)		(897)	(332)	(2,102)	(831)	(676)	(604)	1,224
1989	Mar	(1,015) [1,016]		(914) [924]	(387) [376]	(1,929) [1,941]	(587) [601]	(440) [476]	(401) [418]	(1,314) [1,311]
	Jun	[1,018]		[941]	[384]	[1,959]	[599]	[474]	[416]	[1,331]
	Sep	[1,034]		[934]	[389]	[1,968]	[594]	[460]	[402]	[1,344]
	Dec	[1,033]		[939]	[401]	[1,972]	[595]	[461]	[402]	[1,349]
1990	Mar	[1,027]		[930]	[395]	[1,957]	[591]	[457]	[397]	[1,337]
	Jun	[1,031]		[942]	[406]	[1,974]	[591]	[458]	[398]	[1,353]
	Sep	[1,040] (1,043)		[943] (943)	[406] (404)	[1,983] (1,986)	[597] (594)	[465] (464)	[405] (405)	[1,356] (1,362)
	Dec	[1,034] (1,043)		[946] (949)	[417] (416)	[1,980] (1,992)	[591] (589)	[462] (462)	[401] (403)	[1,362] (1,376)
1991	Mar	[1,021] (1,035)		[936] (941)	[412] (413)	[1,956] (1,978)	[573] (571)	[449] (450)	[388] (391)	[1,356] (1,377)
	Jun	[1,015] (1,031)	106	[944] (953)	[414] (417)	[1,959] (1,984)	[562] (561)	[443] (444)	[383] (385)	[1,368] (1,394)
	Sep	[1,011] (1,026)	103	[947] (954)	[418] (414)	[1,958] (1,984)	[560] (567)	[443] (444)	[383] (385)	[1,370] (1,394)
	Dec	(1,026) 1,037	(105) 85	(952) 976	(416) 427	(1,978) 2,013	(543) 560	(434) 435	(376) 377	(1,416) 1,425
1992	Mar	(1,020) 1,026	(112) 87	(955) 980	(418) 429	(1,975) 2,005	(535) 551	(430) 431	(373) 372	(1,411) 1,426
	Jun	(1,024) 1,023	(123) 92	(956) 981	(419) 431	(1,979) 2,005	(528) 544	(425) 425	(368) 368	(1,424) 1,434
	Sep	(1,008) 1,012	(119) 81	(948) 980	(416) 432	(1,956) 1,992	(519) 543	(418) 427	(361) 360	(1,410) 1,423
	Dec	(993) 993	(95) 90	(971) 984	(436) 442	(1,963) 1,976	(520) 529	(405) 416	(348) 359	(1,418) 1,421
1993	Mar	980	85	979	437	1959	525	414	358	1,408
	Jun	993	91	991	446	1984	525	417	364	1,432
	Sep	992	92	994	450	1985	519	414	362	1,440
	Dec	982	95	996	448	1975	513	410	360	1,440
1994	Mar	965	93	981	445	1946	501	399	349	1,420
	Jun	972	96	990	449	1962	505	403	354	1,431

Source: Department of Employment Gazette

* Figures within [.] reflect estimates prior to the 1989 Census of Employment
 Figures within (.) reflect estimates prior to the 1991 Census of Employment

TABLE 2 EMPLOYMENT: SCOTLAND EMPLOYEES IN EMPLOYMENT ('000's)*										
SIC 1980	Agric./ forestry/ fishing	Energy & Water	Metal Man. & chemicals	Metal goods, Eng. & vehicles	Other Man.	Const.	Distribution Hotels & Catering: repairs	T'sport & Comm.	Banking, insurance & finance	Education, health & other services
	0	1	2	3	4	5	6	7	8	91-92
1979	48	72	82	258	265	155	[391]	135	123	[573]
	[29]	[58]	[47]	[166]	[202]	[125]	[385]	[116]	[174]	[656]
	[30]	[59]	[48]	[168]	[207]	[124]	[387]	[116]	[176]	[664]
	[28]	[60]	[49]	[169]	[206]	[122]	[384]	[116]	[177]	[676]
1990	[28]	[61]	[49]	[168]	[203]	[121]	[374]	[117]	[179]	[678]
	[30]	[61]	[47]	[170]	[207]	[120]	[387]	[115]	[180]	[683]
	[30]	[63]	[47]	[172]	[212]	[120]	[392]	[115]	[182]	[685]
	[27]	[61]	[44]	[169]	[189]	[129]	[412]	[108]	[184]	[657]
1991	[28]	[61]	[43]	[165]	[181]	[123]	[404]	[106]	[189]	[652]
	[28]	[61]	[43]	[158]	[181]	[121]	[404]	[108]	[189]	[654]
	[29]	[60]	[42]	[161]	[180]	[120]	[408]	[107]	[187]	[665]
	[29]	[60]	[42]	[153]	[180]	[116]	[408]	[108]	[182]	[662]
1992	[28]	[60]	[42]	[161]	[180]	[116]	[408]	[108]	[182]	[664]
	28	58	41	(153)	(184)	(109)	(418)	(111)	(213)	(664)
	28	58	40	(153)	(183)	(105)	(411)	(110)	(217)	(693)
	27	58	39	(147)	(185)	(103)	(419)	(109)	(223)	(694)
1993	27	58	37	(143)	(182)	(101)	(416)	(107)	(220)	(693)
	26	57	36	(147)	(165)	(115)	(417)	(111)	(208)	(695)
	26	56	36	150	176	111	403	108	198	699
	27	53	35	154	175	108	413	113	205	704
1994	27	52	36	151	175	106	421	109	207	703
	25	50	35	152	172	103	415	109	209	707
	25	50	36	148	166	102	406	109	202	703
	26	49	35	153	166	101	416	107	204	704

* See notes to Table 1

Source: Department of Employment Gazette

TABLE 3 UNFILLED VACANCIES AT JOBCENTRES - SCOTLAND ('000s)					
	Seasonally adjusted			Vacancies at Careers Offices	
	Number	Change since previous month	Aver: change over 3 months ending	Unadjusted Total	Unadjusted
1991 Jan	19.1	2.5	-0.9	15.6	0.7
Feb	22.6	3.6	1.3	19.8	0.6
Mar	23.9	1.3	2.4	21.8	0.6
Apr	19.3	-4.6	0.1	19.4	0.7
May	17.7	-1.6	-1.6	18.5	0.8
Jun	17.2	-0.5	-2.1	18.8	0.9
Jul	16.2	-1.1	-1.1	17.1	0.8
Aug	15.6	-0.6	-0.7	16.3	0.7
Sep	15.9	0.3	-0.5	18.6	0.6
Oct	17.0	0.5	0.2	19.6	0.6
Nov	17.4	0.4	0.5	18.2	0.6
Dec	17.5	0.1	0.3	15.9	0.4
1992 Jan	17.8	0.3	0.3	14.4	0.5
Feb	18.6	0.8	0.4	15.8	0.4
Mar	18.5	-0.1	0.6	16.9	0.6
Apr	19.5	1.0	0.6	20.1	0.5
May	19.7	0.2	0.4	20.7	0.6
Jun	19.2	-0.5	0.2	20.9	0.7
Jul	18.8	-0.7	-0.2	19.1	0.7
Aug	18.7	-0.1	-0.4	18.7	0.5
Sep	18.3	-0.4	-0.4	20.0	0.5
Oct	18.7	0.4	0.0	21.0	0.6
Nov	19.9	1.2	0.4	20.7	0.5
Dec	19.8	-0.1	0.5	18.0	0.4
1993 Jan	19.5	-0.3	0.3	15.9	0.3
Feb	19.5	0.0	-0.1	17.2	0.3
Mar	19.5	0.0	-0.1	18.5	0.5
Apr	18.1	-1.3	-0.4	18.9	0.5
May	17.9	-0.2	-0.5	19.0	0.5
Jun	17.5	-0.4	-0.6	19.0	0.6
Jul	18.1	0.6	0.0	18.2	0.6
Aug	18.5	0.4	0.2	18.4	0.6
Sep	18.3	-0.2	0.3	19.9	0.6
Oct	18.0	-0.3	0.0	20.1	0.5
Nov	18.8	0.8	0.1	19.7	0.4
Dec	18.9	0.1	0.2	17.6	0.4
1994 Jan	19.2	0.3	0.4	15.8	0.5
Feb	18.4	-0.8	-0.1	16.3	0.4
Mar	18.3	-0.1	-0.2	17.5	0.5
Apr	18.3	0.0	-0.3	19.1	0.6
May	19.3	1.0	0.3	20.5	0.6
Jun	20.0	0.7	0.6	20.2	0.6
Jul	20.3	0.3	0.7	20.9	0.6
Aug	21.1	0.8	0.6	22.7	0.6
Sep	21.3	0.2	0.4	22.7	0.6
Oct	21.0	-0.3	0.2	22.9	0.7

Source: Department of Employment Press Notice

Note: Figures from October reflect the revised basis of seasonal adjustment from November 1992

TABLE 4: VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY ADJUSTED - SCOTLAND						
	In-flow		Out-flow		000s of which: Placings	
Date	Level	Average change 3 months ended	Level	Average change 3 months ended	Level	Average change 3 months ended
1991 Jan	21.9	-0.1	20.5	-0.8	16.6	-0.7
Feb	22.5	0.2	18.7	-2.4	15.2	-1.8
Mar	21.9	0.2	20.8	-0.3	17.4	-0.1
Apr	22.3	0.1	25.8	1.8	21.6	1.7
May	22.4	0.0	26.0	2.4	21.6	2.1
Jun	20.1	-0.6	20.3	-0.2	16.7	-0.2
Jul	20.0	-0.8	20.7	-1.7	16.9	-1.6
Aug	19.5	-1.0	20.0	-2.0	16.4	-1.7
Sep	20.6	0.2	20.4	0.0	16.8	0.0
Oct	23.0	0.9	21.6	0.2	18.0	0.3
Nov	19.9	0.0	19.7	-0.2	15.7	-0.4
Dec	21.2	0.2	20.6	0.2	17.3	0.2
1992 Jan	20.3	-0.9	20.7	-0.3	17.4	-0.2
Feb	20.3	0.1	19.9	-0.1	16.3	0.2
Mar	21.7	0.2	21.9	0.4	18.3	0.3
Apr	21.4	0.4	21.2	0.2	17.7	0.1
May	21.4	0.4	21.3	0.5	17.8	0.5
Jun	22.1	0.1	22.4	0.2	18.3	0.0
Jul	20.1	-0.4	20.6	-0.2	16.7	-0.3
Aug	20.7	-0.3	20.4	-0.4	16.6	-0.4
Sep	21.6	-0.2	21.6	-0.2	17.9	-0.2
Oct	21.5	0.4	20.2	-0.2	16.9	0.1
Nov	21.6	0.3	20.7	0.1	16.9	0.0
Dec	22.4	0.3	22.0	0.1	18.7	0.4
1993 Jan	22.1	0.2	22.8	0.9	18.8	0.7
Feb	21.9	0.1	21.9	0.4	18.0	0.1
Mar	22.6	0.1	22.7	0.2	18.1	-0.3
Apr	21.5	-0.3	22.4	-0.1	18.5	-0.1
May	21.5	-0.2	22.6	0.2	18.3	0.1
Jun	22.0	-0.2	22.2	-0.1	18.5	0.1
Jul	22.1	0.2	21.4	-0.3	18.0	-0.2
Aug	21.7	0.1	21.2	-0.5	18.0	-0.1
Sep	22.3	0.1	22.3	0.0	19.0	0.2
Oct	22.8	0.2	22.7	0.4	19.2	0.4
Nov	24.6	1.0	23.9	0.9	20.4	0.8
Dec	23.5	0.4	22.8	0.2	19.5	0.2
1994 Jan	23.1	0.1	23.2	0.2	20.0	0.3
Feb	22.6	-0.7	23.5	-0.1	20.5	0.0
Mar	21.9	-0.5	22.1	-0.2	19.4	0.0
Apr	22.9	-0.1	22.7	-0.2	20.1	-0.0
May	23.1	0.2	22.9	-0.2	20.3	-0.1
Jun	24.2	0.8	23.3	0.4	20.8	0.5
Jul	22.8	0.0	22.2	-0.2	19.8	-0.1
Aug	25.4	0.8	24.5	0.5	21.8	0.5
Sep	23.1	-0.4	22.6	-0.2	20.0	-0.3
Oct	23.5	0.2	23.6	0.5	20.7	0.3

Source: Department of Employment

Note: Figures from October reflect the revised basis of seasonal adjustment from November 1992

TABLE 5: SCOTLAND - UNEMPLOYMENT - SEASONALLY ADJUSTED (excluding school leavers ('000s)
(Figures in parentheses reflect estimates on September 1988 basis - see text for details)

Date	Male	Female	Total	Change since previous month	Ave. change over 6 months ending	Unemp. rate % of working pop.
1991 Jan	153.0	51.2	201.5	0.7	0.0	8.1
Feb	157.0	51.7	204.7	3.2	0.7	8.2
Mar	160.4	52.3	209.3	4.6	1.7	8.4
Apr	163.9	54.0	214.4	4.8	2.6	8.5
May	166.5	55.2	219.8	4.7	3.3	8.7
Jun	169.4	55.4	221.9	2.8	3.3	8.8
Jul	170.9	56.2	225.6	3.7	3.8	8.9
Aug	170.4	56.1	227.0	1.4	3.5	9.0
Sep	171.0	55.3	225.7	-1.3	2.7	9.0
Oct	172.6	54.7	225.7	0.0	1.9	9.0
Nov	173.6	54.5	227.1	1.2	1.3	9.0
Dec	176.0	54.3	227.9	1.4	0.9	9.0
1992 Jan	176.2	54.9	230.9	3.0	0.9	9.2
Feb	175.5	55.3	231.5	0.6	0.9	9.2
Mar	177.7	55.8	231.3	-0.2	0.9	9.2
Apr	179.1	56.2	233.9	2.6	1.4	9.3
May	180.1	56.1	235.2	1.3	1.4	9.3
Jun	183.0	56.4	236.5	1.3	1.4	9.4
Jul	186.4	57.5	240.5	4.6	1.5	9.5
Aug	186.2	57.0	243.4	2.9	1.9	9.6
Sep	187.8	56.4	242.6	-0.8	1.9	9.6
Oct	189.4	56.5	244.3	1.7	1.8	9.6
Nov	192.3	56.6	246.0	1.7	1.9	9.7
Dec	192.5	57.1	249.4	3.4	2.3	9.8
1993 Jan	190.7	57.0	249.5	0.1	1.5	9.8
Feb	188.4	56.9	247.6	-1.9	0.7	9.8
Mar	188.9	56.1	244.5	-3.1	0.3	9.6
Apr	188.9	56.6	245.5	1.0	0.1	9.8
May	189.1	56.0	244.9	-0.6	-0.2	9.8
Jun	190.0	55.5	244.6	-0.3	-0.8	9.8
Jul	189.4	56.4	246.4	1.8	-0.3	9.9
Aug	187.1	56.5	245.9	-0.5	-0.3	9.8
Sep	184.2	55.6	242.7	-3.2	-0.3	9.7
Oct	182.9	54.5	238.7	-4.0	-1.1	9.6
Nov	181.6	53.8	236.7	-2.0	-1.4	9.5
Dec	184.6	53.1	234.7	-2.0	-1.7	9.4
1994 Jan	183.3	53.8	238.4	3.7	-1.3	9.5
Feb	182.0	53.5	236.8	-1.6	-1.5	9.5
Mar	181.3	52.7	234.7	-2.1	-1.3	9.4
Apr	180.4	52.1	233.4	-1.3	-0.9	9.3
May	179.4	51.9	232.3	-1.1	-0.7	9.3
Jun	179.4	51.4	230.8	-1.5	-0.7	9.2
Jul	177.2	52.8	232.2	1.4	-1.0	9.3
Aug	174.4	52.2	229.4	-2.8	-1.2	9.2
Sep	171.0	50.8	225.2	-4.2	-1.6	9.0
Oct		49.9	220.9	-4.3	-2.1	8.8

Source: Department of Employment

TABLE 6: UNEMPLOYMENT FLOWS - STANDARDISED, UNADJUSTED: SCOTLAND ('000s)		
Month ending	In-flow	Out-flow
1991 Jan	31.3	20.8
Feb	34.0	32.9
Mar	32.9	31.6
Apr	33.8	31.8
May	30.9	32.7
Jun	31.0	30.9
Jul	44.4	30.5
Aug	32.8	30.9
Sep	33.9	41.0
Oct	34.6	36.3
Nov	34.8	32.1
Dec	32.5	26.9
1992 Jan	34.2	20.6
Feb	33.7	35.1
Mar	31.8	34.2
Apr	33.5	33.1
May	30.4	34.6
Jun	32.9	34.4
Jul	48.9	33.3
Aug	35.4	32.9
Sep	37.1	46.0
Oct	38.7	39.8
Nov	38.2	35.6
Dec	34.0	26.3
1993 Jan	36.4	26.7
Feb	34.1	38.1
Mar	31.3	38.2
Apr	34.9	35.6
May	30.8	36.4
Jun	31.9	35.1
Jul	49.2	34.6
Aug	34.4	34.6
Sep	35.1	48.9
Oct	35.5	41.7
Nov	35.6	35.4
Dec	32.8	30.3
1994 Jan	35.1	22.6
Feb	32.6	37.5
Mar	29.1	36.0
Apr	32.1	34.3
May	29.2	36.2
Jun	29.1	34.3
Jul	45.7	32.8
Aug	31.2	33.8
Sep	31.9	48.3
Oct	32.6	39.9

Source: Department of Employment